

**DUBUQUE HUMAN RIGHTS COMMISSION
MEETING MINUTES OF
October 12, 2020**

Commissioner Breitfelder called the virtual meeting of the Dubuque Human Rights Commission to order at 4:31 p.m. on Monday, October 12, 2020.

Roll Call:

Present:	Anthony Allen	Miquel Jackson
	Adrienne Breitfelder	Jason Keeler
	Michael Durnin	Kathy McCarthy
	Mallory Gardiner	

Absent	Ashley Regan	Jerry Hammel
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Staff:	Kelly Larson	Carol Spinoso
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Approval of September 14, 2020 Meeting Minutes

Motion by Jackson second by McCarthy to approve the meeting minutes of September 14, 2020 as submitted. All in favor.

Reports

Caseload Report

The September 2020 Caseload Report was received and filed.

Chairperson's Report

Commissioner Allen reported that he has been working with Steeple Square, the League of Women Voters, and the NAACP in planning a mock voting experience.

Continued participation in meetings where they are working to rename Jackson Park to the Nathaniel Morgan Park or Morgan Montgomery Park, as well as the renaming of the Airport to the Captain Robert L. Martin Memorial Airport.

Director's Report

Kelly reported that she is working on the FY22 budget and is reviewing the Analysis of Impediments for any needed funding as it relates to the department.

The annual fair housing training for city staff will begin this week via Zoom.

The consultants working on the Poverty Prevention Plan expects to submit the recommendations to the city by the end of October or early November. Kelly expects that it will have items that relate to work in our department around racial equity.

Staff continues to work with departments on equity plans to assist with identifying focus areas.

Old Business

Discuss additional goals related to recent community momentum on diversity and inclusion initiatives

At their September 14th meeting there was discussion on how to potentially partner with the City Council on the goals they have established around diversity, equity and inclusion initiatives. Commissioners were to review the NAACP recommendations to see whether there is any potential overlap where they could possibly partner with the NAACP to request

a work session to discuss those initiatives. Commissioner Breifelder felt that the NAACP's recommendations related to housing and school resource officers overlap with Council priorities. She suggested tabling this item until commissioners have had time to think through the Council priorities, the NAACP recommendations, and Commission's goals.

Review Draft Letter to Non-Profits about the DHRC

Based on conversations at last month's meeting, Commissioner Breifelder prepared a draft letter in response to a bias incident experienced by a local non-profit. The letter will be sent to local non-profit leaders to raise awareness of the powers and duties of the Human Rights Commission, and to offer support.

Commissioner Durnin moved to send the draft letter to non-profits that will be identified at a future date. Seconded by Commissioner Allen. Roll call:

Anthony Allen	Yes	Mallory Gardiner	Yes
Adrienne Breifelder	Yes	Jason Keeler	Yes
Michael Durnin	Yes	Kathy McCarthy	Yes

Motion carried. Staff will send a list of non-profit organizations to commissions to review and update prior to the November 9th meeting.

New Business

Discuss White House Executive Order on DEI Training

Commissioner Breifelder conveyed that the President enacted an executive order prohibiting federal agencies, contractors, or grant recipients from conducting diversity, equity and inclusion training that promotes race or sex stereotyping and concepts such as white privilege and institutional racism. Kelly stated that staff is reviewing their diversity training material to determine if those materials potentially violates the executive order.

Standing Items: Goals

Objective 1: Race in the Heartland Conference – Jackson, Breifelder, Allen

The Race in the Heartland Conference was held October 8 and 9. It was felt that overall the Conference was a success. Commissioner Breifelder felt that interactions with the students during the Youth Forum generated effective and engaging discussions.

The Chair was disappointed with the lack of Commissioner support and involvement. Commissioners responded with concerns of having a quorum present.

Objective 2: Education – Durnin, Breifelder, Gardiner

Commissioner Breifelder stated she met with Cynthia Wehrenberg, the Youth Impact Coordinator for the Community Foundation of Greater Dubuque, to discuss her work with the Trauma Informed Alliance. The Trauma Informed Alliance meets monthly and their next meeting is October 19, and anyone can attend those information gathering meetings. They will review the data they have on trauma and the impacts on students. She felt that this would be a good opportunity for commissioners to provide collective input about any recommendations they may have. Commissioner McCarthy stated she serves on the Foundation's School Readiness Committee and felt that their data could be another resource to review.

Objective 3: Housing – McCarthy, Keeler, Allen

Commissioner Keeler commented on the Community Foundation's Data Walk, specifically the housing element and the great discussion related to redlining. He encouraged commissioners to explore that valuable information because it coincides with the work they are doing.

Objective 4: Employment – Breitfelder, Hammel, Regan

Commissioner Breitfelder met with the director of the Washington State Commission on Asian Pacific American Affairs to get a better understanding of that commissions' efforts around their different resource guides that were both culturally and linguistically appropriate and specifically meant to assist minority owned business owners. She stated that the City of Dubuque Economic Development Department recently held a roundtable discussion with minority owned business owners in Dubuque which gave business owners an opportunity to share input on their struggles and offer suggestions on improvements. She stated this could be an area where the Human Rights Commission could provide input on any written resources they may develop for minority owned businesses to ensure those resources are culturally inclusive for all business owners in Dubuque.

Adjournment:

Durnin motioned, and Gardiner seconded to adjourn. All in favor. The meeting ended at 5:38 p.m. The next regularly scheduled meeting is Monday, November 9, 2020.

Minutes approved as submitted: _____